

Division of Milwaukee Child Protective Services Strategic Planning

Milwaukee Child Welfare Partnership Council
November 2022



Wisconsin Department of Children and Families

Overview

Planning Process

Drafted Goals

Discussion

Next Steps



Strategic Planning Helps us Grow

We are good – and can always be better

Every decision we make impacts family
and child's experience in the CPS
system

Supporting and uplifting our workforce
is critical to providing positive outcomes
for children and families





Safe children and healthy families in Milwaukee County



Strategic Planning Sponsors/Partners

Name	Role	Area/Role
Sarah Henery	Executive Sponsor	Administrator's Office- Division Administrator
Bridget Chybowski	Executive Sponsor and Strategic Partner	Administrator's Office- Deputy Administrator
Lilia Figueroa	Strategic Partner	Administrator's Office- Policy Initiatives Advisor
Sarah Schmelzer	Strategic Partner	Division of Management Services – Bureau of Performance Management
Disa Patel	Strategic Partner	Division of Management Services – Bureau of Performance Management



Staff Led Planning

Name	Role	Area/Role
Kayla Isabell	Strategic Planning Lead – CORE TEAM	Initial Assessment Bureau – Program Manager
Dana Riesterer	Strategic Planning Lead – CORE TEAM	Initial Assessment Bureau – Supervisor
Katie Schwanz	Strategic Planning Lead – CORE TEAM	Initial Assessment Bureau – Specialist
Vianney Gaines	Strategic Planning Lead – CORE TEAM	Initial Assessment Bureau – Specialist
Holly (Abiodun) Akinsanya	Strategic Planning Lead – CORE TEAM	Administrative Section – Manager
Clint Herbert	Strategic Planning Lead – CORE TEAM	Quality Improvement Section - Supervisor
Kimberly Schweitzer	Strategic Planning Lead – CORE TEAM	Ongoing Services Section- Program and Policy Analyst
Nancy Kasun	Strategic Planning Lead – CORE TEAM	Medical/Behavioral Health Services – Nurse
Matt Brees	Strategic Planning Lead – CORE TEAM	Access Section – Lead Worker/Mentor
Nicole Fischer	Strategic Planning Lead – CORE TEAM	Professional Development Section - Supervisor



Our Mission, Vision, and Core Values



Inspire our Goals



Which are achieved through Strategies



That produce our Outcomes



Our Mission,

Who we are



Inspire our G

Where we want to go



Which are ac

How we'll get there



That produce

What we'll see



Who we are

Mission:

Respond to concerns of child safety and through partnership with families and community, focus on keeping children safely at home.



Who we are

Vision:

Safe children and healthy families in Milwaukee County.



Who we are

Core Values:

Promote family-centered services to help families enhance their skills to safely parent their children

Build collaborative partnerships with families and stakeholders

Focus on safety and timely permanence for children

Recruit and train staff who practice in an ethical and culturally responsive manner

Support staff, celebrate their work, and resolve differences with respect, assuming positive intent

Believe in the ability of people to change



Goals

Drafted goals developed by DMCPs staff to reach our vision, *Safe children and healthy families in Milwaukee County.*



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Where we want to go



A healthy, engaged, and knowledgeable workforce, resulting in a high performing division



Engage in consistent and quality practice for the betterment of children.



Keep children safe through innovative practices



Cultivate meaningful partnerships to strengthen the community





A healthy, engaged, and knowledgeable workforce, resulting in a high performing division

This goal is about prioritizing staff well-being, empowerment, and growth.

We expect to see better staff work/life balance, improved relationships across the division, and more knowledgeable staff.





Engage in consistent and quality practice for the betterment of children.

This goal is about striving for organizational excellence through continuous improvement and consistent practice.

We expect to see more measuring what matters and using data to drive our practices and decisions, both within DMCPs and with our contracted agencies.





Keep children safe through innovative practices

This goal is about DMCPs staff and leadership crafting targeted and innovative strategies to reduce use of group care, prevent child removals, and focus on other prevention remedies.

We expect to see more innovative practices, strengthened collaborations, and more families receiving needed resources.





Cultivate meaningful partnerships to strengthen the community

This goal is enhancing collaboration with the community and partners.

We expect to see better outcomes as we bring collaborations and partnerships under a shared vision.



Discussion

Feedback from this group (and others) will help us set priorities for the next five years.



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Discussion

Any questions on what the goals mean?

Is there another goal to help us reach our vision *Safe children and healthy families in Milwaukee County?*

Any suggestions for strategies to reach these goals?



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Cultivate meaningful partnerships to strengthen the community

Next Steps

Stakeholder engagement and timeline



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Stakeholder Engagement

Groups DMCPs is gathering feedback from:

- Case Management Agencies

- PSG/CIP

- Legal

- Community Partners

- Older youth

- MCWPC



DMCPS Strategic Planning Timeline

Month	Activity
August	Previewed planning process with Partnership Council Kicked off planning and set DMCPS's foundation of our mission, vision, and core values
September	Compiled section activities and outcomes Completed strategic assessment including a SWOT Drafted goals and brainstormed outcomes and strategies
October	Core Team engaged their program areas for feedback on brainstormed activities
November	Stakeholder engagement
December	Begin communication of the plan
January	Launch the 2023-2027 DMCPS Strategic Plan Final document shared with MCWPC by 1 st meeting in 2023.



Next Steps

- Strategic Planning Partners will continue working with Core team, Executive Sponsor, and engage all staff throughout the next two months.
- Continued engagement of stakeholders prior to launch
- Plan to launch January 2023
- Final document shared with MCWPC by 1st meeting in 2023.

